

A-19441

DEPARTMENT OF
HOMELAND
SECURITY
U. S. COAST GUARD
CG-4229 (Rev. 3-03)

DIGEST

APPROVAL: ☒
SIGNATURE: ☐
INFORMATION: ☐

From: CG-1

FEB 2 2006

To: G-C

Thru: (1) G-CCS
(2) G-CV

Re: DECISION MEMO: APPROVAL OF CHANGES TO THE OFFICER SPECIALTY FRAMEWORK

- Handwritten notes:*
- *BA Active 2/1 - correct, Recommend APPROVE*
- *TA 2/20 - small comment (not a show stopper)*
- *Incident Management (under response)*
- *IS really a cross cutting functional skill*
- *all officer should have.*
1. Enclosed is the Decision Memo that authorizes an alteration to the previously approved Officer Specialty Framework. Granting of this approval will result in the adjustment of Officer Specialty and Subspecialty titles that reflect the implementation of Sectors across the Service.
 2. In July of 2004, you approved a specialty framework that revised the legacy Officer Billet Codes system. At the time of approval, you made clear your desire to have us continue our analysis of the framework, particularly as it related to Sectors. Consequently, I postponed the introduction of the new system to the officer corps and directed the Future Force staff (CG-1B1) to continue its efforts to fine-tune the new framework so that it accurately reflects the Sector construct.
 3. We now have a better understanding of how the Sector structure will fit into the Officer Specialty Framework. Representatives from G-R, G-P and my staff have met and support the attached changes to the 2004 Officer Specialty Framework. You will notice "Logistics" remains in place for now as our analysis is still ongoing. Once this work is complete, we will re-evaluate and seek approval of adjustments as necessary.
 4. The original Decision Memo with notes is also included for your reference.

SIGNER'S COMMENTS

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U.S. Department of
Homeland Security

United States
Coast Guard



Commandant
United States Coast Guard

2100 Second Street, S.W.
Washington, DC 20593
Staff Symbol: CG-1B1
Phone: (202) 267-6946
Fax: (202) 267-4536

1040

FEB 2 2006

MEMORANDUM

From: *Kenneth W. Venuto*
CG-1

Reply to: CDR Ric Rodriguez
Attn of: 7-6946

To: G-C *pc*

Thru: (1) G-CCS

(2) G-CV

Subj: DECISION MEMO: APPROVAL OF AN UPDATE TO THE APPROVED OFFICER
SPECIALTY FRAMEWORK

1. ISSUE: To obtain your approval to adjust the Officer Specialty Framework you approved on 6 July 2004, which would more accurately reflect officer specialties and subspecialties in light of the implementation of the Sector construct.

2. BACKGROUND: In July 2004, you approved an Officer Specialty Framework (enclosure (1)) that reduced the 75 legacy Officer Billet Codes (OBC) to 13 Specialties and 37 Sub-Specialties. This effort helped improve the structure to better manage the officer corps, while maintaining the flexibility needed to adapt to future changes in the Service's requirements.

3. DISCUSSION: When you signed the Decision Memo in July 2004, you acknowledged Sector implementation was on the horizon ("assessment of [the] Sector organization") and directed that CG-1 provide "recommendation on any adjustment needed to the framework." This Decision Memo is submitted to reflect those changes deemed appropriate at this stage of the Sector organization's evolution and is done so with input from and concurrence of the Assistant Commandant for Response (G-R) and Assistant Commandant for Prevention (G-P). The new framework allows for and encourages continuous evaluation and updating, as required.

We will continue to monitor and evaluate this framework to ensure the needs of the Officer Corps Management System (OCMS) are met.

4. RECOMMENDATIONS:

- a. Approve the changes in officer specialties and subspecialties as contained in enclosure (2).

Approve

JH Collins 3/1/06

Disapprove: _____

Encl: (1) July 2004 Approve Specialty Framework
(2) Proposed Specialty Framework Reflecting Sector Construct

COAST GUARD SPECIALTY FRAMEWORK

As approved July 2004

Specialty	Sub-Specialty
Aviation	Aviation Safety
	Aviation Operations
C4IT	Information Systems Mgt
	Electrical & Electronics Eng
	Communications Mgt
Engineering	Ocean Engineering
	Naval Engineering
	Civil Engineering
	Industrial Engineering
	Aeronautical Engineering
	Logistics
Finance	
Human Resources	HR Management
	Recruiting
	Training
Intelligence	
Legal	
Marine Safety	Commercial Vessel Safety
	Environmental Protection
	Port Safety and Security
Management	Command and Staff
	Civil Rights
	Public Affairs
	International Affairs
	Planning
	Resource Management
	Acquisition Project Management
	Chaplains
Medical	Medical Administration
	Physician Assistant
Operations Afloat	Aids to Navigation
	Ice Operations
Operations Ashore	Search and Rescue
	Defense Operations/Readiness
	Law Enforcement
	Boating Safety
	Auxiliary
Reserve Programs	

ENCLOSURE (1)

COAST GUARD OFFICER SPECIALTY FRAMEWORK

Specialty	Sub-Specialty
Aviation	Aviation Safety
	Aviation Operations
C4IT	Information Systems Mgt
	Electrical & Electronics Eng
	Communications Mgt
Engineering	Ocean Engineering
	Naval Engineering
	Civil Engineering
	Industrial Engineering
	Aeronautical Engineering
	Logistics
Finance	
Human Resources	HR Management
	Recruiting
	Training
Intelligence	
Legal	
Management	Command and Staff
	Civil Rights
	Public Affairs
	International Affairs
	Planning
	Resource Management
	Acquisition Project Management
	Chaplains
Medical	Medical Administration
	Physician Assistant
Operations Afloat	Aids to Navigation
	Ice Operations
Operations Ashore-Prevention	Vessel Inspections
	Marine Investigations
	Waterways Operations and Management
	Port and Facility Safety and Security
	Auxiliary Operations Coordination
Operations Ashore-Response	Defense Operations/Readiness
	Boat Forces Operations
	Maritime Law Enforcement/Ports, Waterways & Coastal Security Operations
	Search and Rescue Coordination
	Marine Environmental Response
	Incident Management and Preparedness
Reserve Programs	

ENCLOSURE (2)